



TYGES®

Industrial Business Unit Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL BUSINESS UNIT

What's in a Name/Title?

By: Steve Sanders- VP/GM of Industrial Practice

As a recruiter, I have the opportunity to look at a lot of resumes. I tend to favor those that provide a clear and concise view of what the individual has done with a good mix of responsibilities and accomplishments noted (if you need a sample resume to get you started then check out our [website](#)). One thing I have noticed from looking at all these resumes is that an individual's Title is not always a good indicator of what they have actually done in their job. Often times, I work with clients and individuals that get really hung up on what the Title for the role is as opposed to what the role actually does or is expected to do. For instance, a client might say to me that they are not interested in pursuing someone for a Director of Supply Chain role because they have not held the title of "Director" in the past. Another example might be someone telling me they are not interested in a job because it does not have "Director" in the title.

Having said all that, I wanted to give some examples of why people and organizations need to focus more on responsibility and accomplishment and less on the title listed on a business card. I had the opportunity to speak with a fellow today who holds the Title of Commodity Manager but he manages a team of 10+ on 3 continents and reports to a VP in a \$1B+ revenue company. In my experience, someone at this level should probably hold the title "Director" but it just so happens that his organization doesn't subscribe to that idea.

I often run across this type of thing in Operations roles as well. I'm recruiting for a "Factory Manager" currently to lead a two-site operation. The role is responsible for everything from the time the PO is issued to the moment it ships out. This involves Engineering, Purchasing, Scheduling, Manufacturing and Shipping/Receiving. In my experience some client's might call this a Plant Manager, Unit Manager, General Manager, Operations Manager, etc. It really depends on the organization and how they view the role in their particular org. chart.

Given the examples above, I think you can see that the Title someone holds can be misleading and it is dangerous to make judgments about an individual or role base solely on the title. Instead we need to focus on their responsibilities in terms of scope, size, geography, etc. In addition we need to take into account the relative size of the company in which the title was held. Only then can we really be sure that we are comparing apples to apples.

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ACTIVE JOB OPENINGS:

- Factory Manager/Plant Manager/General Manager - Mid-Atlantic
- Sourcing Manager (leadership role w/ multi-site US Strategic Sourcing responsibility) - Mid-Atlantic
- Purchasing Manager (Multi-site Centralized Procurement group leadership) - Midwest
- Forging Engineer (hot forging tooling/press/process experience) - Mid-Atlantic
- Strategic Account Manager (Oil & Gas Drilling) - Houston
- Regional Sales - focus on rotating equipment East & West coast (work from home office)
- Product Manager - rotating equipment background - Midwest

AVAILABLE IMPACT PLAYERS:

- Commodity/Sourcing Manager - Looking to get to the Mid-Atlantic or Midwest
- Control Systems Engineer - Looking in the SE VA area
- Regional Sales/Business Development Manager, Drilling background - Houston area

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at caroline.mutch@tyges.com. We look forward to working with you in the future.

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